



**STRENGTH
TO FAMILIES
UNDER STRESS**

1967

85th ANNUAL REPORT

**FAMILY
SERVICE
BUREAU**

Newark, New Jersey

SERVING

NEWARK

BELLEVILLE

IRVINGTON

WEST HUDSON



STRENGTH TO FAMILIES UNDER STRESS

REPORT 1967

President's Message

A Tale of Two Cities

Summary of Operations

Problems Handled by Agency

Sources of Income

Income and Expenses

Projects:

Enable

Mt. Carmel Guild

C.E.P. — T.E.A.M.

Call to Learning

Skill Escalation Employment Development

Board & Staff

President's

Remarks

During the year 1967, the Newark Family Service Bureau became increasingly involved in the total community affairs of Newark, Belleville, Irvington and West Hudson. In 1966, the agency was an integral part in four research programs, Project ENABLE, the Narcotic Addiction program of Mount Carmel Guild, Project Collegefields, and The Call To Learning: Newark Victoria Plan. In 1967, the Collegefields program had ended, and in its place the agency became involved in the Concentrated Employment Program concerned with training the skilled and unskilled for employment, together with providing casework service to a new project SEED (Skill Escalation Employment Development).

No longer can agencies be content with the programs of past years; they have to constantly extend themselves to take care of needs and render service to all people in the entire community. The Family Service Bureau of Newark through its widening involvement, has become aware that the more service one renders, the more requests for help one receives. It is indicative of our work that today's needs require being out in the community more than concentrating efforts in one central location. Diversification of staff and the use of casework aides has enabled us to meet these needs and enhanced our ability to develop these programs which are above and beyond the scope of the traditional casework oriented agency. The Bureau has taken part in many of the Office of Economic Opportunity and Manpower Development and Training Administration programs now in existence in the City of Newark.

I feel the Family Service Bureau of Newark has been alert to the ever increasing needs of the citizens within the areas it serves, and has met these needs in a professional and constructive manner. I also feel, however, that because we have performed well in the past year, we must not permit ourselves to become complacent.

Family service agencies of the present and of the future must be involved at the beginning of change, and if necessary must initiate change, in order to help the people who need and require our services.

FRANCIS A. WOOD, M.D.
President

**PROBLEMS HANDLED
BY THE AGENCY
DURING THE PAST YEAR**

1% Premarriage counseling

60% Marital relationships

23% Parent-child relationships

3% Counseling individuals regarding personal adjustments

1% Casework service to the unmarried mother

1% Counseling the older citizens

9% Counseling the parent who is widowed, separated or divorced

2% Handling of family problems in mental illness

SOURCES OF INCOME

1967



3.9%

**INVESTMENT
FUND**

4.8%

FEES

6.4%

**NEWARK NEWS
CHRISTMAS FUND**

13.7%

FOUNDATIONS

17.5%

PROJECTS

.3%

MISCELLANEOUS

53.4%

**UNITED
APPEALS**

Income and Expenses Year 1967

INCOME

United Community Fund	\$ 86,000.00
Turrell Fund	7,500.00
Victoria Foundation	11,500.00
Fees for Services	7,838.00
Newark News Christmas Fund	10,354.00
Income from Investments	6,488.00
Project SEED	8,385.00
Project ENABLE	14,948.00
TEAM	4,930.00
Contract Services	3,168.00
Miscellaneous Income	2,862.00
<hr/>	
Total Income	\$163,973.00

EXPENSES

Casework Service to Families	\$123,685.00
Psychiatrist	3,000.00
Fixed and Operating Expenses	19,562.00
Conferences and Travel	4,459.00
Building Repairs	657.00
Dues	4,340.00
Retirement Fund	4,022.00
Miscellaneous	525.00
<hr/>	
Total Expenses	\$160,250.00

Balance December 31, 1967	\$ 3,723.00
---------------------------------	-------------

Project Enable

Project ENABLE, meaning Education Neighborhood Action for Better Living Environment, is a joint project with the Urban League. The purpose of the project is to help people within neighborhoods to become aware through parent discussion groups of the services available to all within the community, in addition to illustrating what they can also do for themselves.

The Project began March 1, 1966 and was refunded for a second year ending January 31, 1968. It is up for refunding for a third year.

As of December 31, 1967, 19 parent discussion groups have been held with parents coming from all areas of Newark. Each parent discussion group was of ten weeks duration and a moderate estimate of the families contacted and involved in the ENABLE Project since it began is 2,010 — 498 parent discussion group participants — 1,512 individual family contacts. In all the parent discussion groups there was a definite interest on the part of the people participating to identify and evaluate their own strengths. Also, they examined their relative effectiveness or ineffectiveness to deal with the problems confronting them. They did want more of a voice in affairs that affected their lives and they desired to play a larger role in community activities. They also felt that many of the people planning for them did not understand nor did they realize the importance of involving people in the neighborhood in such planning.

The parent discussion groups provided the media of exchange which allowed parents to openly discuss their problems and their frustrations. The group discussions demonstrated that through knowledge and understanding many things can be done by people for themselves.

Project ENABLE has opened a new technique to family agencies in the parent discussion method which gives a much broader approach to the concerns of people and also an approach of working with other agencies in the welfare field, both public and private.

Mount

Carmel

Guild

The Family Service Bureau's cooperation with the Mount Carmel Guild continued through 1967 and the program followed the pattern established in the previous year.

Since 1963, the Family Service Bureau has been involved with Mount Carmel Guild in their Narcotics Rehabilitation Program. It has provided a social worker to work directly with families of addicts coming to the Guild for help. The Bureau's efforts have been directed to the alleviation of family distress so that the parents could continue to function within the family unit.

The agency's aim was to strengthen family life so that the addict himself would gain strength and courage to fight his addiction. Addicts are already frightened demoralized persons, who for the most part are unable to cope with life on a reality level and only able to escape the anxieties in the dazed half-conscious world of narcotics addiction. His ability to destroy his family by reason of his addiction reinforces his conviction he is in a hopeless situation and nothing or no one can help.

By strengthening family attitudes toward the addict and supporting the positive aspects which exist in every family so that the family breakdown ceases, the addict is forced to the realization that he alone is responsible for his state and he alone can cure it. He can no longer use the excuse someone else or something in his environment is responsible.

The Mount Carmel Guild Program is and has been successful. Family Service Bureau is concerned with the parent discussion group method which emphasizes if parents become involved and are concerned about the problem, there is great chance for an addict's recovery.

Total Employment and Manpower

On August 14, 1967, Family Service Bureau became one of the participating agencies in the Concentrated Employment Program with the Urban League of Essex County, the Board of Education of the City of Newark, the State Employment Service and Day Care agencies. Concentrated Employment Program is administered by a Tripartite Board, with representatives of the City of Newark, United Community Corporation and from the business community.

The Concentrated Employment Program is referred to as TEAM (Total Employment and Manpower) in the Newark area. The program is concentrated in the 26 census tracts that in 1960 census in the City of Newark showed the highest concentration of unemployed and underemployed individuals. It is estimated in the first year of operation more than 3,000 individuals will be trained for jobs. Through December 31, 1967, 1,927 individuals had been enrolled in its orientation program.

Family Service Bureau's responsibility is to provide the Sensitivity Training to groups and family and personal counseling. Professional social workers from Family Service Bureau have been conducting 60 hours of Sensitivity Training weekly. Over 800 hours have been completed through December 31, 1967.

In addition, in each one of the Centers, Family Service Bureau has assigned two full time casework aides, working with the professional social workers in a team relationship. The casework aides are indigenous to the community and most of them have completed the training course themselves.

The Bureau has opened its offices three nights a week to take care of counseling and family problems of all individuals in the program. Family Service Bureau of Newark, N. J. has seen 131 families referred to it for personal and group counseling in 377 counseling interviews. Presently the Bureau is working with twelve groups operating out of three Centers located in the 26 census tract area.

TEAM has brought understanding and hope to people who, prior to the program, were economically and educationally disadvantaged, the majority of whom did not know where to look for the opportunity to help themselves.

Call To Learning:

The Newark-Victoria Plan

This is the Family Service Bureau's third year in the Newark Victoria Plan, Call to Learning Project. This is a research study with the Newark Board of Education, Child Service Association and Youth Development Clinic, financed by a grant from the Victoria Foundation, in which Family Service Bureau works with families in the Central Ward area of the city. It is based upon the premise which has been tested in an experimental plan which emphasized particular areas of intellectual functioning that may prevent much of the academic failure so often experienced by many of the children of depressed socio-economic environment.

During this year, Family Service Bureau worked with 27 families, embracing 39 adults and 91 children. The problems presented were varied as the children themselves. Classroom observations gave the Bureau again the opportunity to observe interaction of these children with their peers and teachers. The children that came under the supervision of the Bureau liked the individual attention given to them and the teachers developed deeper understanding of the problems some children brought to school.

In its attempts to alleviate the socio-economic problems of the children in the school, Family Service Bureau enlisted the help of the court, clinics, welfare departments and other interested people, as well as the psychological and psychiatric services of the Board of Education.

The Bureau has also held parent group meetings in which parents were encouraged to discuss their problems at home, in the community and as they saw them at school.

Skill Escalation

Employment Development

On February 1, 1967 Family Service Bureau contracted to provide casework service to Project SEED (Skill Escalation Employment Development) which was an experimental and demonstration human resources manpower proposal of the Business & Industrial Coordinating Council of Newark. The primary purpose of SEED was the active utilization of business and industry in the greater Newark area to train the hard core unemployed and underemployed. Participating companies in the program provided SEED with skilled instructors, equipment, material, facilities and money plus advice and counsel. The major focus of the project was on machine skills in the metal working field.

SEED employed disadvantaged residents to do out reach recruiting in the target areas and the training was open to all those 18 years of age and over.

The New Jersey State Employment Service was part of the program as it related to vocational counseling and testing. The Urban League of Essex County supervised the grass roots recruiting with assistance from the Business & Industrial Coordinating Council and community resources. Approximately 45 people were taken into the program each week.

During the year, Family Service Bureau conducted 52 group sessions with participants in the program and the topics of concern covered a wide range, most of them pertaining to the training itself.

The Bureau's part was to emphasize the value of attitudes and responsibilities involved in job security. Out of the group discussions came helpful suggestions that were incorporated into the teaching part of the program. A number of the trainees were referred to Family Service Bureau for help with personal and family problems.

Officers of the BOARD OF TRUSTEES

President: DR. FRANCIS A. WOOD
Vice President: MISS VIRGINIA VOIGT
Vice President: BERNARD SCHEIN
Treasurer: GEO. A. S. COOPER

FREDERICK B. ARENTZ
Retired, Ciba Pharmaceutical

GEORGE BALDWIN
Retired, New Jersey Bell Telephone Co.

A. WILLIAM BARLOW
William Dixon, Inc.

HOWARD BERESFORD
Wallace & Tiernan Co.

CANON LOUIS H. BERRY
Episcopal Diocese of Newark

GEORGE BLACK
Mutual Benefit Life Insurance Co.

GARRETT CONNOLLY
Director New Jersey College Fund

GEO. A. S. COOPER
Retired, Public Service Electric & Gas Co.

MISS LOUISE M. DUFFY
Newark, New Jersey

ROBERT DUNKER
Trust Officer, Fidelity Union Trust Co.

HAROLD D. FEUERSTEIN*
Counsellor at Law, Feuerstein & Sachs

WILLIAM D. HARDIN
Counsellor at Law, Pitney, Hardin & Kipp

THOMAS J. JAMESON
*President,
Addressing Machine Sales Co. of Belleville*

MRS. LENORE KEENEY
Belleville, New Jersey

WILLIAM A. LEECE
*Associate General Solicitor,
Prudential Insurance Co.*

FREDERICK MERDINGER
Trust officer, Howard Savings Institution

WILLIAM H. OSBORNE III
*Trust Officer,
National Newark & Essex Bank*

DR. ROYCE PADDOCK
Dermatologist

MRS. IRVING ROSENBERG
National Society of Interior Designers

HIRSCH L. SILVERMAN, Ph.D.
*Professor and Psychologist,
Seton Hall University*

WALTER A. SCHAFER
Insurance, Walter A. Schaefer & Co.

BERNARD SCHEIN
Deputy Director, Newark Public Library

CHARLES W. STERLING
Retired, Western Electric Co.

MISS VIRGINIA VOIGT
Professor, Seton Hall University

MRS. JOHN WARREN
Belleville, New Jersey

GEORGE E. WILLIAMS
*Vice President,
First National State Bank of New Jersey*

A. NED WILSON
President, Wm. Bal Corporation

DR. FRANCIS A. WOOD
Neurosurgeon

REV. JOHN N. BORTON
Emeritus

*Deceased

STAFF

EDWARD V. KILDUFF, ACSW*

Executive Director

MRS. PEGGY CASEY, ACSW

Director of Casework Services

MRS. CYNTHIA CHAITOWITZ, ACSW

Social Worker

THOMAS P. CASSELS, ACSW

Social Worker

MRS. TERESA CHENG, ACSW

Social Worker

MISS JANE DICKSON, ACSW

Social Worker

MRS. MARY FAWCETT, ACSW

Social Worker

MISS LEILA T. GARDNER, ACSW

Social Worker

MRS. MADELYN STANLEY, ACSW

Social Worker

MRS. CARMEN CONTRERAS, ACSW

Social Worker (part-time)

JOHN DOLAN, ACSW

Social Worker (part-time)

WILLIAM FOLEY, ACSW

Social Worker (part-time)

MRS. PATRICIA SOBERING, ACSW

Social Worker (part-time)

DR. JOSEPH TURIN

Psychologist (part-time)

RICHARD N. TAYLOR, M.D.

Psychiatric Consultant

*Academy of Certified Social Workers

CLERICAL

MRS. CATHERINE ASHMAN

MISS ANNA KUBIK

MRS. ELEANOR HYNES

MRS. SHIRLEY PECKERMAN

CASEWORK AIDES

MRS. YVONNE BARNES

MRS. CARRIE GRAVES

MRS. ADA COLE

MRS. ABBIE STEBBINS

LUIS COLON

MRS. EVA STEWART

MRS. PETRA GARCIA

MISS ELAINE TATUM

Graduate Students in Training at Agency

MRS. LOIS BLAKE

MRS. SENTA JURGENSEN

JOHN R. SCHMIDT

**THE FAMILY SERVICE BUREAU
OF NEWARK, NEW JERSEY, INC.**

NEWARK OFFICE:

15 Fulton Street

Phone 642-7790

BELLEVILLE OFFICE:

234 Washington Avenue

Phone 759-1090

